

grow in attendance each month, was established, and he encouraged the Chamber to model its Education Committee in a more effective manner. As a result of Mr. Cruse's forward-thinking and leadership, Chamber membership is growing and stronger relations with the City Council have been cultivated.

In addition to his duties as President of the Chamber, Mr. Cruse is a member of the Ontario Host Lions Club, a past President of his club and Region Chairman for the District 4L-4 of Lions International. He serves as the Board Chair for the Ontario-Montclair YMCA and is a member of West End Metro YMCA. He is also chairman of the Inland Empire Loan Committee for the Southern California Small Business Development Corporation.

Mr. Cruse has exemplified the Ontario Chamber's mission statement, "To Help Develop, Enhance, and Promote Commerce in the City of Ontario and its Trade Area," and he is deserving of the accolades of this Congress.

CERVICAL CANCER RESEARCH

HON. ROBIN HAYES

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Thursday, May 25, 2000

Mr. HAYES. Mr. Speaker, I rise today to discuss the problem of cervical cancer for women in America and around the world. Cervical cancer is the most common cause of cancer-related deaths among women worldwide. Over a half million women in the world are affected annually by cervical cancer and, after breast cancer, it is the second most common malignancy found in women. Right here in the United States, more than 15,000 women are diagnosed each year with cervical cancer and more than a third of them die of this horrible disease. Cancers that affect women continue to spread while researchers struggle to find cures that many of these women may never see.

Research has confirmed that the primary cause of cervical cancer is the human papillomavirus, or HPV. In order to develop a vaccine, large quantities of HPV protein fragments are required. Until now, researchers have struggled with ways to mass produce this protein so a vaccine can then be mass-produced and distributed in order to prevent cervical cancer. Recently, it has become possible to biologically engineer tobacco plants to produce this protein. Through a joint project between North Carolina State University and Georgetown University, researchers will further study how to best produce this protein in order to develop this vitally important vaccine. In light of this, I am pleased that I could secure \$3 million in order to fund this important project. It is my sincere hope that this research will result in millions of saved lives for generations to come.

FAIRNESS AND EQUITY FOR FEDERAL RETIREES WITH PART-TIME SERVICE

HON. JAMES P. MORAN

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, May 25, 2000

Mr. MORAN of Virginia. Mr. Speaker, today, I am introducing legislation to correct a longstanding inequity that affects a great number of federal retirees in my district and throughout the nation who have served for a portion of their careers in a part-time capacity. I am pleased that Mr. DAVIS of Virginia, Mr. WYNN, Ms. NORTON, Ms. MORELLA, and Mr. WOLF have joined me as original cosponsors of this important legislation.

The current retirement formula for federal workers with part time service was enacted by Congress in 1986 as a provision of the Consolidated Omnibus Budget Reconciliation Act (COBRA) (P.L. 99-272). For the most part, the reforms contained in COBRA were fair. They ensured an equitable calculation for all employees hired after 1986 and prevented part-time employees from gaming the system in order to receive a disproportionately higher benefit. The 1986 reforms were based on a procedure developed and recommended to the Congress by the Government Accounting Office (GAO). In a nutshell, the new methodology determines the proportion of a full time career that a part-time employee works and scales annuities accordingly. Under the formula, a part-time worker's salary is calculated on a full time equivalent basis (FTE) for retirement purposes. Thus, a worker's "high-three salary" could occur during a period of part-time service. This often happens when a senior-level worker cuts back on his or her hours to care for an ill spouse or deal with other personal matters. Many of the people in this situation are women.

The problem is that the 1986 law had unintended and often unfair consequences for workers hired before 1986 who have some part-time service after 1986. Specifically, according to the way the law has been implemented by OPM, some part time workers are not able to apply their full-time equivalent (FTE) salary to pre-1986 employment. This effectively limits their ability to receive the advantage of their "high-three average" salary for their entire careers. The reason for this inequity can be traced to subsection (c) of Section 15204 of Cobra. It provides that the new formula shall be effective with respect to service performed "on or after the date of the enactment of this Act."

Whether this was a drafting error, or whether OPM has taken an unnecessarily restrictive reading of the statute is hard to determine. What is clear is that the current practice is plainly contrary to the intent of the Congress, which was to grandfather existing employees into the new system and to ensure that no federal workers would be harmed by changes in the retirement formula.

In a letter dated February 19, 1987 to then OPM Director Constance Horner, the Chairman of the Committee on Post Office and Civil Service, the Honorable William D. Ford, objected to this anomalous and unfair result. He wrote:

As in many other instances involving benefits, Congress chose to protect or to "grandfather" past service—to apply the new benefit formula only to future service rather than previously performed service under the older, more generous formula. This policy is often adopted to avoid penalizing individuals through the retroactive application of changes not anticipated by them. (As a measure of fairness, the policy of prospectivity is often applied to benefit improvements as well).

Notwithstanding Chairman Ford's efforts to clarify congressional intent, this inequity has continued for 14 years. OPM has publicly acknowledged that there is a problem with COBRA. Director Lachance stated publicly in a letter to Chairman FRED THOMPSON of the Senate Committee on Government Affairs: "I agree that an end-of-career change to a part time work schedule can have an unanticipated adverse effect on the amount of the retirement benefit." She also acknowledges in that same letter that a comparable bill in the other body, S. 772 introduced by Senator ROBB, "would eliminate the potential for anomalous computations by providing that the full time salary would be applicable to all service regardless of when it was performed while the proration of service credit would apply only to service after April 6, 1986 [the date of enactment]."

This is precisely what the bill we are offering today does. It allows the retirees affected by this inequity to have their full-time equivalent salary for their high three years to apply to their entire careers, not just the portion after 1986. My bill differs from S. 772 in that it places the burden on affected retirees to request a recalculation of benefits. This is coupled with a requirement that OPM conduct a good faith effort to notify annuitants of their right to obtain a recalculation. To all future retirees, benefits will be calculated in accordance with the new formula.

Mr. Speaker, this is a matter of great consequence to many Americans who devoted their most productive years to public service. Some of my constituents have annuities that are thousands of dollars less than they would be under my bill. As I indicated, a disproportionate share of these retirees appears to be women, who left the federal service to care for others.

It is particularly appropriate that we address this issue now, as changing work-force needs and lifestyles make part-time service more popular, both from the standpoint of the worker and the employee. Many of the anticipated work-force shortages that are anticipated in the federal civil service can and should be met with part-time workers. I am concerned that they will not be so long as the anomalous and unfair provisions of P.L. 99-272 are allowed to stand. I urge my colleague to join me in cosponsoring this important legislation.

IN HONOR OF JOSEPH F. SMITH

HON. ROBERT A. BORSKI

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, May 25, 2000

Mr. BORSKI. Mr. Speaker, I rise to introduce a bill that would rename a United States